

*file*

I

97TH CONGRESS  
2D SESSION

# H. R. 6714

To amend title 5, United States Code, to provide permanent authorization for Federal agencies to use flexible and compressed employee work schedules.

---

## IN THE HOUSE OF REPRESENTATIVES

JUNE 24, 1982

Mr. PARRIS introduced the following bill; which was referred to the Committee on Post Office and Civil Service

---

## A BILL

To amend title 5, United States Code, to provide permanent authorization for Federal agencies to use flexible and compressed employee work schedules.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That this Act may be cited as the "Federal Employees Flexi-  
4       ble and Compressed Work Schedules Act of 1982".

5       SEC. 2. (a) Chapter 61 of title 5, United States Code, is  
6       amended—

7               (1) by inserting before section 6101 the following:

8       "SUBCHAPTER I—GENERAL PROVISIONS";

9       and

1 (2) by adding at the end thereof the following new  
2 subchapter:

3 "SUBCHAPTER II—FLEXIBLE AND COMPRESSED  
4 WORK SCHEDULES

5 "§ 6120. Purpose

6 "The Congress finds that the use of flexible and com-  
7 pressed work schedules has the potential to improve produc-  
8 tivity in the Federal Government and provide greater service  
9 to the public.

10 "§ 6121. Definitions

11 "For purposes of this subchapter—

12 "(1) 'agency' means any Executive agency, any  
13 military department, and the Library of Congress;

14 "(2) 'employee' has the meaning given it by sec-  
15 tion 2105 of this title;

16 "(3) 'basic work requirement' means the number  
17 of hours, excluding overtime hours, which an employee  
18 is required to work or is required to account for by  
19 leave or otherwise;

20 "(4) 'credit hours' means any hours, within a  
21 flexible schedule established under section 6122 of this  
22 title, which are in excess of an employee's basic work  
23 requirement and which the employee elects to work so  
24 as to vary the length of a workweek or a workday;

25 "(5) 'compressed schedule' means—

1           “(A) in the case of a full-time employee, an  
2           80-hour biweekly basic work requirement which is  
3           scheduled for less than 10 workdays, and

4           “(B) in the case of a part-time employee, a  
5           biweekly basic work requirement of less than 80  
6           hours which is scheduled for less than 10 work-  
7           days;

8           “(6) ‘overtime hours’, when used with respect to  
9           flexible schedule programs under sections 6122 through  
10          6126 of this title, means all hours in excess of 8 hours  
11          in a day or 40 hours in a week which are officially or-  
12          dered in advance, but does not include credit hours;  
13          and

14          “(7) ‘overtime hours’, when used with respect to  
15          compressed schedule programs under sections 6127  
16          and 6128 of this title, means any hours in excess of  
17          those specified hours which constitute the compressed  
18          schedule.

19          “(8) ‘collective bargaining’, ‘collective bargaining  
20          agreement’, and ‘exclusive representative’ have the  
21          same meanings given such terms—

22          “(A) by section 7103(a)(12), (8), and (16) of  
23          this title, respectively, in the case of any unit cov-  
24          ered by chapter 71 of this title; and

1           “(B) in the case of any other unit, by the  
2           corresponding provisions applicable under the per-  
3           sonnel system covering this unit.”.

4   **“§ 6122. Flexible schedules; agencies authorized to use**

5       “(a) Notwithstanding section 6101 of this title, each  
6   agency may establish, in accordance with this subchapter,  
7   programs which allow the use of flexible schedules which in-  
8   clude—

9           “(1) designated hours and days during which an  
10   employee on such a schedule must be present for work;  
11   and

12          “(2) designated hours during which an employee  
13   on such a schedule may elect the time of such employ-  
14   ee’s arrival at and departure from work, solely for such  
15   purpose or, if and to the extent permitted, for the pur-  
16   pose of accumulating credit hours to reduce the length  
17   of the workweek or another workday.

18   An election by an employee referred to in paragraph (2) shall  
19   be subject to limitations generally prescribed to ensure that  
20   the duties and requirements of the employee’s position are  
21   fulfilled.

22          “(b) Notwithstanding any other provision of this sub-  
23   chapter, but subject to the terms of any written agreement  
24   referred to in section 6130(a) of this title, if the head of an  
25   agency determines that any organization within the agency

1 which is participating in a program under subsection (a) is  
2 being substantially disrupted in carrying out its functions or is  
3 incurring additional costs because of such participation, such  
4 agency head may—

5           “(1) restrict the employees’ choice of arrival and  
6           departure time,

7           “(2) restrict the use of credit hours, or

8           “(3) exclude from such program any employee or  
9           group of employees.

10 **“§ 6123. Flexible schedules; computation of premium pay**

11           “(a) For purposes of determining compensation for over-  
12 time hours in the case of an employee participating in a pro-  
13 gram under section 6122 of this title—

14           “(1) the head of an agency may, on request of the  
15 employee, grant the employee compensatory time off in  
16 lieu of payment for such overtime hours, whether or  
17 not irregular or occasional in nature and notwithstand-  
18 ing the provisions of sections 5542(a), 5543(a)(1),  
19 5544(a), and 5550 of this title, section 4107(e)(5) of  
20 title 38, section 7 of the Fair Labor Standards Act (29  
21 U.S.C. 207), or any other provision of law; or

22           “(2) the employee shall be compensated for such  
23 overtime hours in accordance with such provisions, as  
24 applicable.

1       “(b) Notwithstanding the provisions of law referred to in  
2 subsection (a)(1) of this section, an employee shall not be  
3 entitled to be compensated for credit hours worked except to  
4 the extent authorized under section 6126 of this title or to  
5 the extent such employee is allowed to have such hours taken  
6 into account with respect to the employee’s basic work  
7 requirement.

8       “(c)(1) Notwithstanding section 5545(a) of this title, pre-  
9 mium pay for nightwork will not be paid to an employee  
10 otherwise subject to such section solely because the employee  
11 elects to work credit hours, or elects a time of arrival or  
12 departure, at a time of day for which such premium pay is  
13 otherwise authorized, except that—

14           “(A) if an employee is on a flexible schedule  
15 under which—

16           “(i) the number of hours during which such  
17 employee must be present for work, plus

18           “(ii) the number of hours during which such  
19 employee may elect to work credit hours or elect  
20 the time of arrival at and departure from work,  
21 which occur outside of the nightwork hours designated  
22 in or under such section 5545(a) total less than 8  
23 hours, such premium pay shall be paid for those hours  
24 which, when combined with such total, do not exceed  
25 8 hours, and

1           “(B) if an employee is on a flexible schedule  
2           under which the hours that such employee must be  
3           present for work include any hours designated in or  
4           under such section 5545(a), such premium pay shall be  
5           paid for such hours so designated.

6           “(2) Notwithstanding section 5343(f) of this title, and  
7           section 4107(e)(2) of title 38, night differential will not be  
8           paid to any employee otherwise subject to either of such sec-  
9           tions solely because such employee elects to work credit  
10          hours, or elects a time of arrival or departure, at a time of  
11          day for which night differential is otherwise authorized,  
12          except that such differential shall be paid to an employee on  
13          a flexible schedule under this subchapter—

14               “(A) in the case of an employee subject to subsec-  
15          tion (f) of such section 5343, for which all or a major-  
16          ity of the hours of such schedule for any day fall be-  
17          tween the hours specified in such subsection, or

18               “(B) in the case of an employee subject to subsec-  
19          tion (e)(2) of such section 4107, for which 4 hours of  
20          such schedule fall between the hours specified in such  
21          subsection.

22   **“§ 6124. Flexible schedules; holidays**

23           “Notwithstanding sections 6103 and 6104 of this title,  
24   if any employee on a flexible schedule under section 6122 of  
25   this title is relieved or prevented from working on a day des-

1 ignated as a holiday by Federal statute or Executive order,  
2 such employee is entitled to pay with respect to that day for  
3 8 hours (or, in the case of a part-time employee, an appropri-  
4 ate portion of the employee's biweekly basic work require-  
5 ment as determined under regulations prescribed by the  
6 Office of Personnel Management).

7 **"§ 6125. Flexible schedules; time-recording devices**

8 "Notwithstanding section 6106 of this title, the Office of  
9 Personnel Management or any agency may use recording  
10 clocks as part of programs under section 6122 of this title,  
11 and the Bureau of Engraving and Printing may use recording  
12 clocks to record time and attendance of employees of such  
13 Bureau without regard to whether the use of recording clocks  
14 is part of a program under section 6122 of this title.

15 **"§ 6126. Flexible schedules; credit hours; accumulation**  
16 **and compensation**

17 "(a) Subject to any limitation prescribed by the Office of  
18 Personnel Management or the agency, a full-time employee  
19 on a flexible schedule can accumulate not more than 24  
20 credit hours, and a part-time employee can accumulate not  
21 more than one-fourth of the hours in such employee's biweek-  
22 ly basic work requirement, for carryover from a biweekly pay  
23 period to a succeeding biweekly pay period for credit to the  
24 basic work requirement for such period.



1       “(b) Any employee who is on a flexible schedule pro-  
2 gram under section 6122 of this title and who is no longer  
3 subject to such a program shall be paid at such employee’s  
4 then current rate of basic pay for—

5               “(1) in the case of a full-time employee, not more  
6 than 24 credit hours accumulated by such employee, or

7               “(2) in the case of a part-time employee, the  
8 number of credit hours (not excess of one-fourth of the  
9 hours in such employee’s biweekly basic work require-  
10 ment) accumulated by such employee.”.

11       **“§ 6127. Compressed schedules; agencies authorized to use**

12               “(a) Notwithstanding section 6101 of this title, each  
13 agency may establish programs which use a 4-day workweek  
14 or other compressed schedule.

15               “(b)(1) An employee in a unit with respect to which an  
16 organization of Government employees has not been accord-  
17 ed exclusive recognition shall not be required to participate in  
18 any program under subsection (a) unless a majority of the  
19 employees in such unit who, but for this paragraph, would be  
20 included in such program have voted to be so included.

21               “(2) Upon written request to any agency by an employ-  
22 ee, the agency, if it determines that participation in a pro-  
23 gram under subsection (a) would impose a personal hardship  
24 on such employee, shall—

25               “(A) except such employee from such program; or

1           “(B) reassign such employee to the first position  
2       within the agency—

3           “(i) which becomes vacant after such deter-  
4       mination,

5           “(ii) which is not included within such pro-  
6       gram,

7           “(iii) for which such employee is qualified,  
8       and

9           “(iv) which is acceptable to the employee.

10   A determination by an agency under this paragraph shall be  
11   made not later than 10 days after the day on which a written  
12   request for such determination is received by the agency.

13   **“§ 6128. Compressed schedules; computation of premium**  
14       **pay**

15       “(a) The provisions of sections 5542(a), 5544(a), and  
16   5550(2) of this title, section 4107(e)(5) of title 38, section 7  
17   of the Fair Labor Standards Act (29 U.S.C. 207), or any  
18   other law, which relate to premium pay for overtime work,  
19   shall not apply to the hours which constitute a compressed  
20   schedule.

21       “(b) In the case of any full-time employee, hours worked  
22   in excess of the compressed schedule shall be overtime hours  
23   and shall be paid for as provided by the applicable provisions  
24   referred to in subsection (a) of this section. In the case of any  
25   part-time employee on a compressed schedule, overtime pay

1 shall begin to be paid after the same number of hours of work  
2 after which a full-time employee on a similar schedule would  
3 begin to receive overtime pay.

4       “(c) Notwithstanding section 5544(a), 5546(a), or  
5 5550(1) of this title, or any other applicable provision of law,  
6 in the case of any full-time employee on a compressed sched-  
7 ule who performs work (other than overtime work) on a tour  
8 of duty for any workday a part of which is performed on a  
9 Sunday, such employee is entitled to pay for work performed  
10 during the entire tour of duty at the rate of such employee’s  
11 basic pay, plus premium pay at a rate equal to 25 percent of  
12 such basic pay rate.

13       “(d) Notwithstanding section 5546(b) of this title, an  
14 employee on a compressed schedule who performs work on a  
15 holiday designated by Federal statute or Executive order is  
16 entitled to pay at the rate of such employee’s basic pay, plus  
17 premium pay at a rate equal to such basic pay rate, for such  
18 work which is not in excess of the basic work requirement of  
19 such employee for such day. For hours worked on such a  
20 holiday in excess of the basic work requirement for such day,  
21 the employee is entitled to premium pay in accordance with  
22 the provisions of section 5542(a) or 5544(a) of this title, as  
23 applicable, or the provisions of section 7 of the Fair Labor  
24 Standards Act (29 U.S.C. 207) whichever provisions are  
25 more beneficial to the employee.

1   **“§ 6129. Administration of leave and retirement provisions**

2       “For purposes of administering sections 6303(a), 6304,  
3   6307 (a) and (c), 6323, 6326, and 8339(m) of this title, in the  
4   case of an employee who is in any program under this sub-  
5   chapter, references to a day or workday (or to multiples or  
6   parts thereof) contained in such sections shall be considered  
7   to be references to 8 hours (or to the respective multiples or  
8   parts thereof).

9   **“§ 6130. Application of programs in the case of collective**  
10       **bargaining agreements**

11       “(a)(1) In the case of employees in a unit represented by  
12   an exclusive representative, any flexible or compressed work  
13   schedule, and the establishment and termination of any such  
14   schedule, shall be subject to the provisions of this subchapter  
15   and the terms of a collective bargaining agreement between  
16   the agency and the exclusive representative.

17       “(2) Employees within a unit represented by an exclu-  
18   sive representative shall not be included within any program  
19   under this subchapter except to the extent expressly provided  
20   under a collective bargaining agreement between the agency  
21   and the exclusive representative.

22       “(b) An agency may not participate in a flexible or com-  
23   pressed schedule program under a collective bargaining  
24   agreement which contains premium pay provisions which are  
25   inconsistent with the provisions of section 6123 or 6128 of  
26   this title, as applicable.”.

1   **“§ 6131. Criteria and review**

2           “(a) Notwithstanding the preceding provisions of this  
3 subchapter or any collective bargaining agreement and sub-  
4 ject to subsection (c) of this section, if the head of an agency  
5 finds that a particular flexible or compressed schedule under  
6 this subchapter has had or would have an adverse agency  
7 impact, the agency shall promptly determine not to—

8           “(1) establish such schedule; or

9           “(2) continue such schedule, if the schedule has  
10 already been established.

11          “(b) For purposes of this section, ‘adverse agency  
12 impact’ means—

13           “(1) a reduction of the productivity of the agency;

14           “(2) a diminished level of services furnished to the  
15 public by the agency; or

16           “(3) an increase in the cost of agency operations.

17          “(c)(1) This subsection shall apply in the case of any  
18 schedule covering employees in a unit represented by an ex-  
19 clusive representative.

20          “(2)(A) If an agency and an exclusive representative  
21 reach an impasse in collective bargaining with respect to an  
22 agency determination under subsection (a)(1) not to establish  
23 a flexible or compressed schedule, the impasse shall be pre-  
24 sented to the Federal Service Impasses Panel (hereinafter in  
25 this section referred to as the ‘Panel’).

1       “(B) The Panel shall promptly consider any case pre-  
2       sented under subparagraph (A), and shall take final action in  
3       favor of the agency’s determination if the finding on which it  
4       is based is supported by evidence that the schedule is likely  
5       to cause an adverse agency impact.

6       “(3)(A) If an agency and an exclusive representative  
7       have entered into a collective bargaining agreement provid-  
8       ing for use of a flexible or compressed schedule under this  
9       subchapter and the head of the agency determines under sub-  
10      section (a)(2) to terminate a flexible or compressed schedule,  
11      the agency may reopen the agreement to seek termination of  
12      the schedule involved.

13      “(B) If the agency and exclusive representative reach an  
14      impasse in collective bargaining with respect to terminating  
15      such schedule, the impasse shall be presented to the Panel.

16      “(C) The Panel shall promptly consider any case pre-  
17      sented under subparagraph (B), and shall rule on such im-  
18      passe not later than 60 days after the date the Panel is pre-  
19      sented the impasse. The Panel shall take final action in favor  
20      of the agency’s determination to terminate a schedule if the  
21      finding on which the determination is based is supported by  
22      evidence that the schedule has caused an adverse agency  
23      impact.

24      “(D) Any such schedule may not be terminated until—

1           “(i) the agreement covering such schedule is re-  
2       negotiated or expires or terminates pursuant to the  
3       terms of that agreement; or

4           “(ii) the date of the Panel’s final decision, if an  
5       impasse arose in the reopening of the agreement under  
6       subparagraph (A) of this paragraph.

7           “(d) This section shall not apply with respect to flexible  
8       schedules that may be established without regard to the au-  
9       thority provided under this subchapter.”.

10   **“§ 6132. Prohibition of coercion**

11       “(a) An employee may not directly or indirectly intimi-  
12       date, threaten, or coerce, or attempt to intimidate, threaten,  
13       or coerce, any other employee for the purpose of interfering  
14       with—

15           “(1) such employee’s rights under sections 6122  
16       through 6126 of this title to elect a time of arrival or  
17       departure, to work or not to work credit hours, or to  
18       request or not to request compensatory time off in lieu  
19       of payment for overtime hours; or

20           “(2) such employee’s right under section  
21       6127(b)(1) of this title to vote whether or not to be in-  
22       cluded within a compressed schedule program or such  
23       employee’s right to request an agency determination  
24       under section 6127(b)(2) of this title.

1       “(b) For the purpose of subsection (a), the term ‘intimi-  
2     date, threaten, or coerce’ includes, but is not limited to,  
3     promising to confer or conferring any benefit (such as ap-  
4     pointment, promotion, or compensation), or effecting or  
5     threatening to effect any reprisal (such as deprivation of ap-  
6     pointment, promotion, or compensation).

7     **“§ 6133. Regulations; technical assistance; program review**

8       “(a) The Office of Personnel Management shall pre-  
9     scribe regulations necessary for the administration of the pro-  
10    grams established under this subchapter.

11       “(b)(1) The Office shall provide educational material,  
12    and technical aids and assistance, for use by an agency in  
13    connection with establishing and maintaining programs under  
14    this subchapter.

15       “(2) In order to provide the most effective materials,  
16    aids, and assistance under paragraph (1), the Office shall con-  
17    duct periodic reviews of programs established by agencies  
18    under this subchapter particularly insofar as such programs  
19    may affect—

20               “(A) the efficiency of Government operations;

21               “(B) mass transit facilities and traffic;

22               “(C) levels of energy consumption;

23               “(D) service to the public;

24               “(E) increased opportunities for full-time and part-  
25    time employment; and



1           “(F) employees’ job satisfaction and nonworklife.

2           “(c) With respect to employees in the Library of Con-  
3 gress, the authority granted to the Office of Personnel Man-  
4 agement under this subchapter shall be exercised by the Li-  
5 brarian of Congress.”.

6           (b) The table of sections at the beginning of such chap-  
7 ter is amended—

8           (1) by inserting before the item relating to section  
9       6101 the following:

                  “SUBCHAPTER I—GENERAL PROVISIONS”;

10       and

11       (2) by adding at the end thereof the following:

                  “SUBCHAPTER II—FLEXIBLE AND COMPRESSED WORK SCHEDULES

                  “Sec.

                  “6120. Purpose.

                  “6121. Definitions.

                  “6122. Flexible schedules; agencies authorized to use.

                  “6123. Flexible schedules; computation of premium pay.

                  “6124. Flexible schedules; holidays.

                  “6125. Flexible schedules; time-recording devices.

                  “6126. Flexible schedules; credit hours; accumulation and compensation.

                  “6127. Compressed schedules; agencies authorized to use.

                  “6128. Compressed schedules; computation of premium pay.

                  “6129. Administration of leave and retirement provisions.

                  “6130. Application of programs in the case of negotiated contracts.

                  “6131. Criteria and review.

                  “6132. Prohibition of coercion.

                  “6133. Regulations; technical assistance; program review.”.

12       SEC. 3. Section 3401(2) of title 5, United States Code,  
13 is amended by inserting “(or 32 to 64 hours during a  
14 biweekly pay period in the case of a flexible or compressed  
15 work schedule under subchapter II of chapter 61 of this  
16 title)” after “week”.

1        SEC. 4. Each flexible or compressed work schedule es-  
2    tablished by any agency under the Federal Employees Flexi-  
3    ble and Compressed Work Schedules Act of 1978 (5 U.S.C.  
4    6101 note) in existence on the date of enactment of this Act  
5    shall be continued by the agency concerned subject to the  
6    review of such schedule by the agency within 90 days after  
7    the date of enactment of this Act and such further action as  
8    the agency shall take under the second sentence of this sec-  
9    tion. If, in reviewing the schedule, the agency determines  
10   that the schedule has reduced the productivity of the agency  
11   or the level of services to the public or has increased the cost  
12   of the agency operations, the agency shall, notwithstanding  
13   any provision of a negotiated agreement, immediately termi-  
14   nate such schedule and such termination shall not be subject  
15   to negotiation or to administrative review (except as the  
16   President may provide) or to judicial review.

17        SEC. 5. The amendments made by this Act shall not be  
18   in effect after three years after the date of the enactment of  
19   this Act.

○